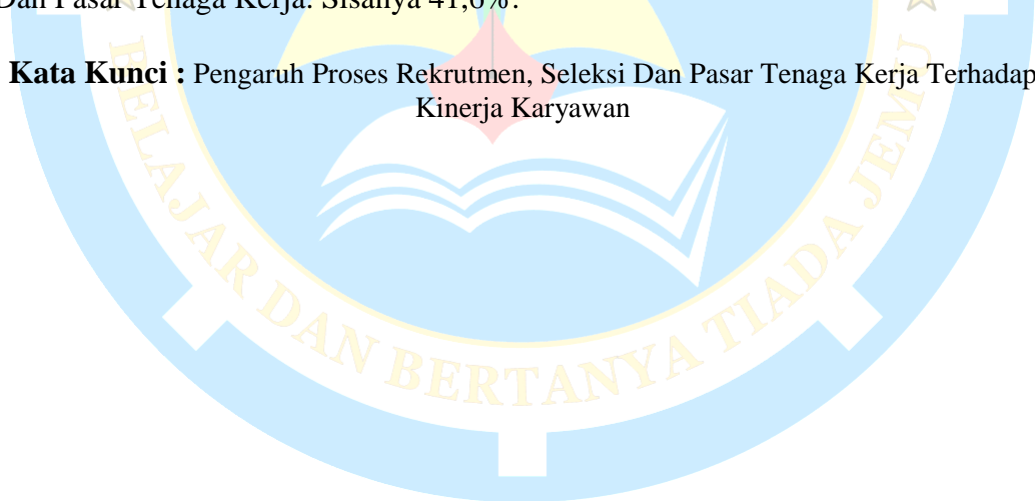# ABSTRAK

Juspen Fran Swanda Sirait, 2023 : Pengaruh Proses Rekrutmen, Seleksi Dan Pasar Tenaga Kerja Terhadap Kinerja Karyawan Di PT Valeo AC Indonesia Kota Batam. Tim Promotor : Abdul Jalal, SE., M.Si dan Risdy Absari Indah Pratiwi, SE., M.Si.

Penelitian ini bertujuan untuk menjelaskan Analisis Rekrutmen, Seleksi Dan Pasar Tenaga Kerja Terhadap Kinerja Karyawan PT Valeo AC Indonesia Kota Batam Populasi didalam penelitian adalah 496 orang karyawan pada karyawana. Pengambilan sampel dengan teknik *Probability sampling*, maka jumlah sampel sebanyak 83 orang karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan realibilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Rekrutmen (X1), Seleksi (X2), dan Pasar Tenaga Kerja (X3) berpengaruh signifikan terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai F hitung 36.899 dengan nilai F tabel 2.487 mengidentifikasi bahwa variabel Rekrutmen, Seleksi, dan Pasar Tenaga Kerja secara silmutan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan Uji koefisien determinasi, sekitar 58,4% variabel Kinerja Karyawan dipengaruhi oleh variabel Rekrutmen, Seleksi Dan Pasar Tenaga Kerja. Sisanya 41,6%.

Kata Kunci : Pengaruh Proses Rekrutmen, Seleksi Dan Pasar Tenaga Kerja Terhadap Kinerja Karyawan

ABSTRACT

Juspen Fran Swanda Sirait, 2023 :   *The Effect of Recruitment, Selection and Labor Market Processes on Employee Performance at PT Valeo AC Indonesia in Batam City. Promoter Team: Abdul Jalal, SE., M.Si and Risdy Absari Indah Pratiwi, SE., M.Si.*

This study aims to explain the analysis of recruitment, selection and the labor market on employee performance at PT Valeo AC Indonesia Batam City. The population in the study was 496 employees. Sampling using probability sampling technique, the total sample is 83 employees. This type of research is quantitative research. The questionnaire tested the validity and reliability. Data were analyzed using multiple linear regression analysis, including t test, F test and coefficient of determination. The results showed that partially the variables Recruitment (X1), Selection (X2), and the Labor Market (X3) have a significant effect on Employee Performance (Y). The results of the F test obtained the calculated F value of 36,899 with the F table value of 2.487 identifying that the Recruitment, Selection, and Labor Market variables simultaneously have a significant effect on the Employee Performance variable (Y). Based on the coefficient of determination test, approximately 58.4% of the employee performance variable is influenced by the variables of recruitment, selection and the labor market. The remaining 41.6%.

Keywords: *The Effect of Recruitment, Selection and Labor Market Processes on Employee Performance*